

Coaching behaviours –assessment

(25 item version)

Key drivers of successful coaching session	Quantity	Qualitative notes
1. Built rappor t & put coachee at their ease		
2. Established the purpose of the session		
3. Agreed structure & time plan		
4. Used open questions		
5. Used closed questions seldom but appropriately		
6. Checked own understanding appropriately		
7. Used coachee's words in own utterances		
8. Established coachee's Goals , aims/outcomes		
9. Established current Reality - behaviours/ actions/results – clarifying gap from Goal(s)		
10. Helped coachee make sense of things		
11. Helped coachee identify Options		
12. Helped coachee evaluate those options		
13. Helped coachee decide What to do		
14. Enhanced coachee's commitment to actions		

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Key drivers of successful coaching session	Quantity	Qualitative notes
15. Shared own ideas / experiences in a way the coachee <i>heard</i> & found useful (not annoying)		
16. Stimulated coachee to become more self-aware (thoughts, feelings, beliefs)		
17. Helped coachee identify more clearly links, patterns, underlying issues & big picture		
18. Built coachee's confidence		
19. Challenged coachee usefully & sensitively		
20. Matched coachee's tone & pace to build & maintain rapport		
21. Stimulated useful changes in rapport using changes in own body language, tone & pace		
22. Re-capped /summarised, clarifying learning and action points		
23. Agreed review point		
24. Wrapped up comfortably & positively		
25. Asked for feedback from the coachee on their coaching behaviours (what helped the coachee /didn't and ideas for improvement)		

For further support assessing & developing coaching behaviours & impacts for success, please call or email for a chat.

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